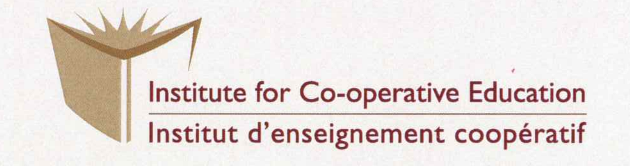


Institute for Co-operative Education

Annual Report 2008-2009





Message from the director



It has been almost 30 years since Concordia University's Institute for Co-operative Education was established and a handful of chemistry students were accepted to study in this unique educational format. Look how far we've come! Today we have more than 1,200 students in 35 programs across all four faculties.

Today, a university education no longer guarantees even the brightest student gainful employment in his or her chosen field. The skills demanded of today's new graduates are more challenging and diverse than ever before. As educators and employers we must help students develop essential skills so that they become sought-after and valuable employees and productive citizens.

Research suggests that there is a direct link between co-operative education and employability. According to the Conference Board of Canada "academic skills, personal management skills and teamwork skills" are all part of the harmonious mix of qualifications that forward-looking employers are seeking. Nothing less! With the development of this concept of employability skills identified by the Conference Board of Canada and essential skills identified by Human Resources Development Canada there is increased validity for and relevance of the Co-operative Education Model. By alternating program relevant work experience with academic study, co-op students graduate with the kind of practical experience that today's employers are seeking.

Building on our decades of success close to home, we are now expanding international work term opportunities. This will enable qualified and motivated students to gain valuable international work experience and help them understand the cross-cultural perspectives of business. In addition, co-operative education programs build international alliances between education, industry and government, providing the connections that help developed and developing nations achieve business success in a global economy.

In order to facilitate international initiatives the Institute for Co-operative Education is partnering with FORMASUP, a consortium of major universities and schools representing all sectors of the economy in France. The result of this collaboration has already resulted in a highly successful exchange of students.

We value our relationships with all our co-op partners and look forward to working together to prepare students to accept real-world challenges and effect real-world change.

Christine M. Webb, MEd
Director and Principal
Institute for Co-operative Education

Mission

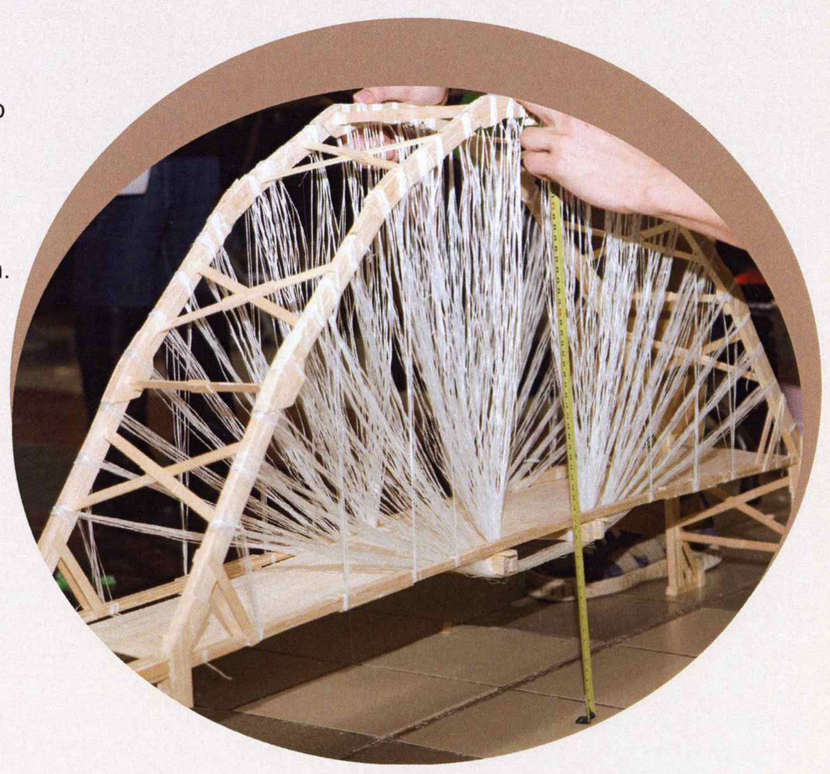
Working in partnership with students, faculty and employers, we provide the highest quality and comprehensive co-operative education, career development and experiential learning to students at Concordia to help them achieve the knowledge, skills and experience they need to lead successful professional lives.

Co-op Involvement

Co-operative Education is by its very nature deeply involved with the community. The basis of experiential learning is the sharing of knowledge and experience between Concordia's co-op students and the professional, governmental and not-for-profit communities where our students train to work. This outreach is reciprocal between employers and co-op students, as each has something to learn from the other. Concordia's internal community also benefits from co-operative education, as our students return to the classroom eager to share their experience. Co-op is a source of enrichment for the entire university, providing research opportunities for students and academics, and valuable points of contact between co-op staff and co-op employers.

Participation in co-op can encourage students to improve academically when they realize that the more they know going into a work term, the more they will be able to learn. As they progress through their academic and work terms they are eager to help their peers within the framework of the co-op mentorship program. Employer/employee mentorship is intrinsic to the work term experience itself.

The existence of co-op is very attractive to a large number of students who recognize the opportunities that can be theirs with the resources of co-op's staff, administration, academic and employer contacts supporting them. The Institute for Co-operative Education provides students not just a way to gain practical experience within their chosen field, but a way to graduate with less debt, more career opportunities, and a richer university experience.



Concordia Today

Concordia is a large, urban university, in Montreal, Quebec, Canada. The university has two campuses, set approximately 7 km apart: Sir George Williams Campus is in the downtown core of Montreal, and Loyola Campus is in the residential west-end of Montreal.

Although founded in 1974, the university traces its academic roots back to the early 20th century, with the development of the Jesuit-run Loyola College and the YMCA-based Sir George Williams University.

Loyola College grew out of the English-language program of Collège Ste-Marie, a French-language Jesuit school founded in 1848. It became a separate institution in 1896. In the period between the wars, Loyola gradually departed from the traditional collège classique mould and assumed the shape of a four-year undergraduate liberal arts college. Concordia's pioneering spirit can be traced back to Loyola College, which offered innovative programming and began offering evening classes in 1958 for the benefit of those unable to attend on a full-time basis.

The origins of Sir George Williams University go back to the evening classes first offered by the Montreal YMCA in 1873. Taking the name of the founder of the YMCA, Sir George Williams College came into being in 1926, and received its official University Charter in 1948. Through the 60s its Honors, Masters, and Doctoral programs grew, and research activity began to expand rapidly – special research centers were already in place at the time of the merger. Sir George Williams was also an innovative school; evening and part-time students made up a large part of its enrollment. Academic programs were never seen as "full-time" or "part-time," and this approach has remained a cornerstone of Concordia policy.

In 1968 negotiations began to merge the two schools. In 1974, Concordia University was born. Over time its faculty structure has grown and been refined, and colleges and institutes developed in the interest of interdisciplinary studies.

Studying at Concordia

Concordia's more than 180 undergraduate programs are divided into four Faculties: Arts and Science, Engineering and Computer Science, Fine Arts, and the John Molson School of Business. In the 2007-2008 academic year, 39,230 students were enrolled in credit courses.

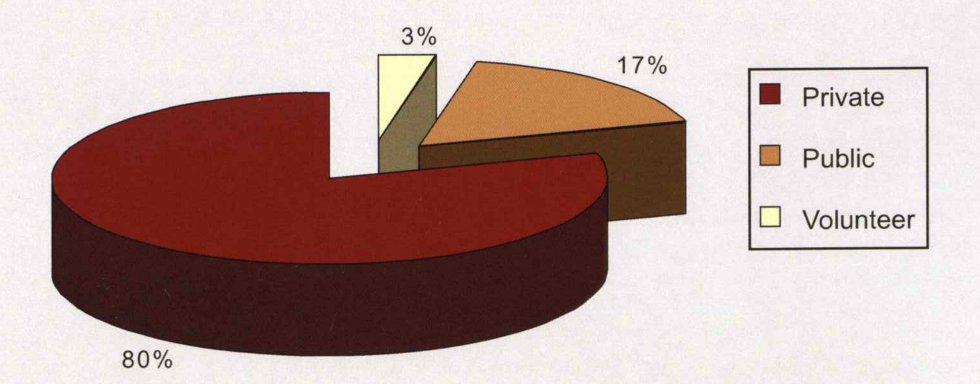
Our Faculty of Arts and Science includes the Humanities, the Natural Sciences and the Social Sciences. 17,000 undergraduate and graduate students can choose from among more than 2,800 courses, spread out over 26 departments and colleges. In the Engineering and Computer Science faculty, over 6,400 students are applying their creative and academic skills to advance the frontiers of knowledge and technology. Our Faculty of Fine Arts offers an unparalleled range of programs from both the visual and performing arts to 3,400 students. The John Molson School of Business aims to educate and graduate students with the skills necessary to thrive in today's fiercely competitive workplace. Over 7,600 students can choose from 18 programs of study, including undergraduate and graduate studies, and several graduate certificate and diploma programs.

Institute for Co-operative Education

On February 22, 1980, the Board of Governors of Concordia University approved in principle the establishment of the Institute for Co-operative Education. Its first students were accepted that spring and went on their first work terms in 1981. Since then, the Institute for Co-operative education has grown from offering a handful of programs to students in the Faculty of Arts and Science, to providing experiential learning opportunities to 1,200 students in more than 35 undergraduate and graduate programs across all four faculties.

Based on the Loyola Campus for 20 years, the Institute for Co-operative Education has called the downtown Sir George William campus home for almost a decade.

2008 Work Terms by Sector



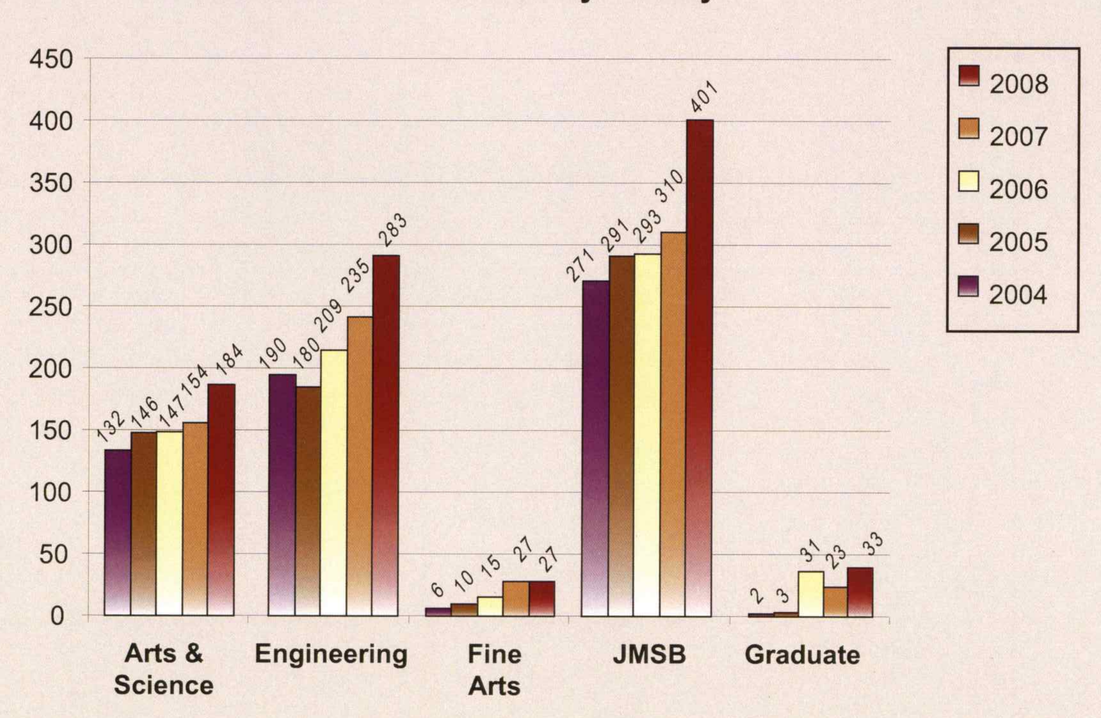
What is Co-op?



Co-op is an experiential learning strategy and a way to put students' learning to work through alternating academic terms with 12 to 16 week paid, practical, program relevant work terms. These work terms correspond to Concordia's academic terms, starting May, September or January of each year, and are followed up on-campus with formal reflective learning seminars.

Co-op students apply for work terms from a pool of jobs offered each semester. Employers then interview the students they think might be a good match.

The work experiences are directly related to the students' fields of study and students are exposed to a wide variety of tasks.



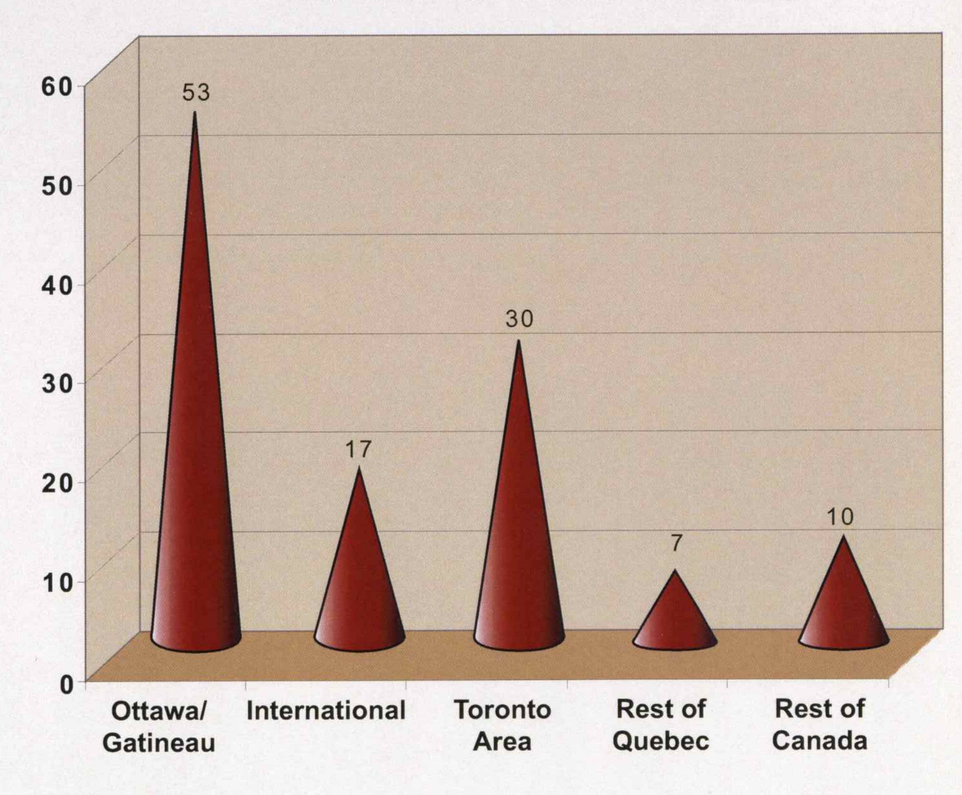
Co-operative Education

A co-operative education program formally integrates students' academic studies with work experience in co-operative employer organizations. The usual plan is for the student to alternate periods of experience in appropriate fields of business, government, social services and the professions according to the following criteria:



- Each work situation is developed and/or approved by the co-operative educational institution as a suitable learning situation.
- The co-operative education student is engaged in productive work rather than merely observing.
- The co-operative education student receives remuneration for the work performed.
- The co-operative education student's performance on the job is monitored by the co-operative education institution.
- The co-operative education student's performance on the job is supervised and evaluated by the student's employer.
- The total co-operative education work experience is normally fifty percent of the time spent in academic study, and in no circumstances less than thirty percent.

2008 Work Terms Outside Montreal

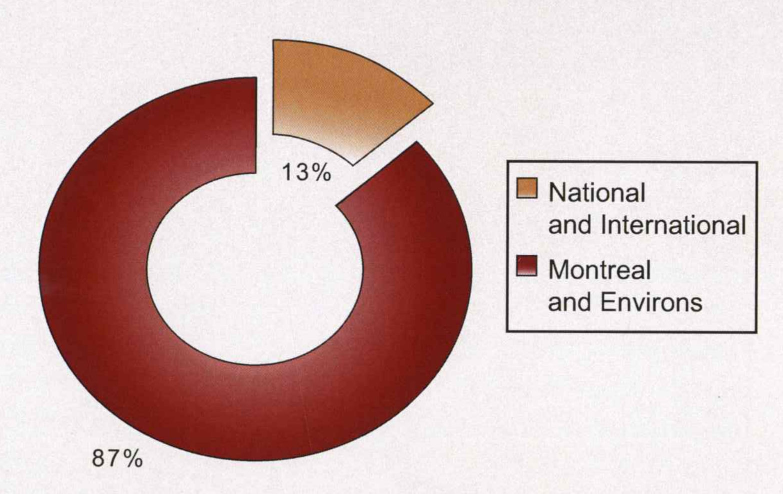


International co-op work terms took students to Bangladesh, China, Czech Republic, Eritrea, France, Germany, Saudi Arabia, Spain, United Arab Emirates, and United States this year.

Reflective Learning

An integral part of co-operative education is the engagement of co-op students in a reflective learning process. Co-op students meet in small groups with a facilitator to review and comment on the learning objectives of their most recently completed work term. In this way they are able to integrate their on-the-job experience with their academic programs, as well as adapt and set new learning goals. Each goal must be clear, specific, measurable, and normally attainable within the work term. Goals can relate to career exploration, technical or other knowledge acquisition and personal or professional skills development.

Over the past year, more than 100 reflective learning seminars took place at the Institute for Co-operative Education.



Co-op Programs

Co-op Bachelors Programs

Faculty of Arts and Science (BA or BSc)

- Actuarial Mathematics
- Actuarial Mathematics/ Finance
- Chemistry/Biochemistry
- Economics
- Physics
- Pure and Applied Mathematics
- Statistics
- Translation (English and French)

Faculty of Fine Arts (BFA)

- Art History
- Computation Arts
- Design

Faculty of Engineering and Computer Science: Engineering (BEng)

- Building
- Civil
- Computer
- Electrical
- Environmental
- Industrial
- Mechanical
- Software

Faculty of Engineering and Computer Science: Computer Science (BCompSc)

- Computer Applications
  - Computation Arts
  - Mathematics and Statistics
- Computer Systems
- Information Systems
- Software Systems

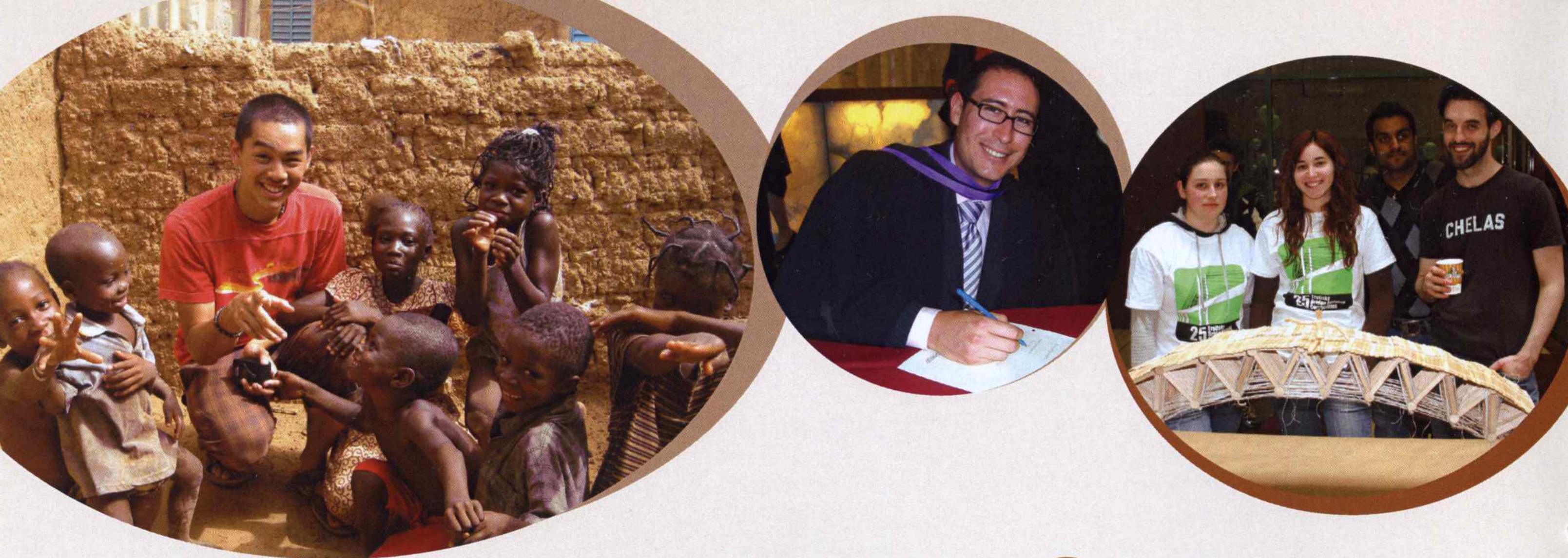
Industrial Experience Program (BEng or BCompSc)

John Molson School of Business (BComm)

- Accountancy
- Finance
- Human Resource Management
- International Business
- Management Information Systems
- Marketing
- Supply Chain Operations Management

Co-op Masters Programs

- MA Economics
- MASc Quality Systems Engineering
- MASc Information Systems Security
- MBA



A year in Co-op . . .

Co-op congratulated its graduates at the June and November Convocation Ceremonies. A large percentage of prizewinners were from Co-op.

Co-op organized Excel, Illustrator, Photoshop and InDesign workshops to boost Co-op students' employable skills.

Co-op introduced the Industrial Experience Program to help even more Concordia Engineering and Computer Science students get on-the-job experience.

Co-op welcomed future students at the Concordia Open House.

Co-op helped students find their way at the International Career Fair.

Co-op hosted the Quebec Chapter Canada Green Building Council Meeting.

Co-op organized and presented the ASP Construction Health and Safety Course.

Co-op helped spread the word with the MSc in Administration Information Session.

Co-op Mentorship Program has helped dozens of mentors and mentees compare experiences and provide academic and career support.

Co-op Welcome Orientation gathered 385 new Co-op students to receive Co-op specific information that is common to all, no matter what their Co-op program. Later there was an "Eat 'n' Greet" with other Co-op students, faculty and staff.

Co-op students helped build team spirit as well as bridges at the 24th Annual Troitsky Bridge Building Competition.





Co-op students were big contributors at the CASA Cares Fashion Show.

Co-op went green as a contributor to the Sustainable Business Conference.

Études française's team, half of whom were Co-op students, was "magnifique" at the fourth edition of the Translation Games.

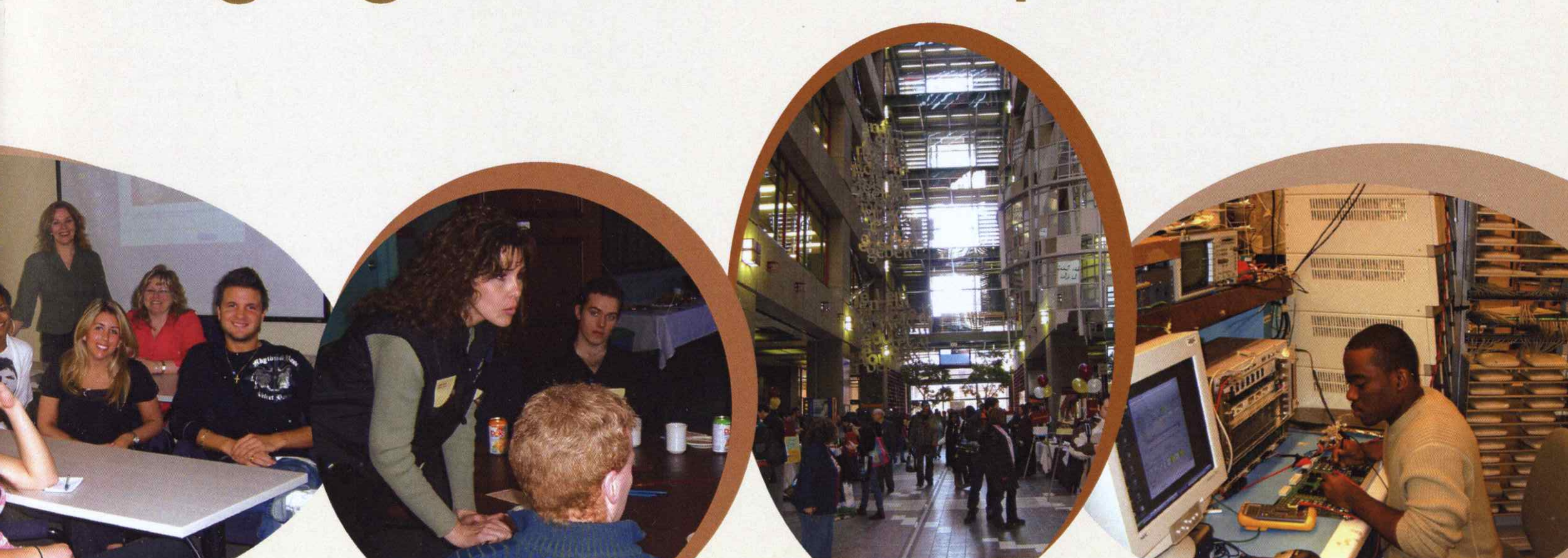
Co-op offers professional development seminars to help students prepare for the working world.

- Resume Writing
- Cover Letters
- Interview Techniques
- Leadership
- Personal Awareness
- Teamwork
- Understanding Different Working Styles
- Effective Communication

Co-op partner information sessions brought employers and students closer together.

- AXA Canada
- CAE
- Conestoga-Rovers & Associates
- IBM
- Inspec-Sol
- Research In Motion
- Statistics Canada
- Syncrude

... highlights and accomplishments.



2009 Co-op Awards of Recognition

Student Awards

Alexandre Quintal Co-op Student of the Year Award
Recognizing Exceptional Personal, Professional and Academic Achievement
Ive Cartier
Kyle Rogers-Brodeur

Daniel Harrison International Work Term Grant
"Helping Co-op Students Spread Their Wings"
Guillaume Beaudoin, Maroussia Beaulieu, Alexandre Begin, Ion-Mircea Ghinda, Henriette Huynh, Eileen Tan

Stelcner Family Prize
For excellent students in Concordia's Economics Co-op Program
Rahul Sudarshan
Roberto Tesolin



Angèle Beaulieu with Marthe Catry-Verron

Deirdre Annis Mark Award
For high academic standing, excellent aptitude for translation and a sense of social responsibility in extracurricular activities
Angèle Beaulieu

Marthe Catry-Verron Award of Excellence
To recognize and reward outstanding students in the Co-op Program in Translation
Ive Cartier

Mannadiar Family Institute for Co-operative Education Finance Scholarship
To encourage and reward scholarship and professional development in Finance Co-op students
Ion-Mircea Ghinda

Entrepreneurship Award
For true entrepreneurial spirit and a serious commitment to the realization of their ideas and the success of their enterprise
Oliver Cohen

International Business Co-op Student Award
To encourage International Business students to pursue an international work term
Eileen Tan



Employer's Choice

In recognition of outstanding Co-op students who performed beyond expectation during their work term



Jill Selick and Marie Fournier of Beiersdorf Canada

Christopher Ablenas, Biochemistry
Nominated by Sophie Dahan, PerkinElmer BioSignal

Jean-Nicolas Brunet-Comtois, Actuarial Math/Finance
Joel Ducharme, Actuarial Math
Jessica Lafleur, Actuarial Math
Jonathan Morin, Actuarial Math/Finance
Nominated by Sébastien Routhier, Towers Perrin

Meaghan Girard, Translation F-E
Nominated by Liette Michaud-Hedge, Ministère de l'Éducation, du Loisir et du Sport

Pauline Huynh, Marketing
Nominated by Harvey Schwartz, Engage Presentations

Caroline Marek, Statistics
Nominated by Gail Fawcett, Human Resources and Skills Development Canada

Staff and Faculty Awards

Award of Appreciation
This award recognizes the continued contribution of coordinators, faculty and staff members who are integral to students receiving a successful Co-op experience

Jean-Michel Paquette
Coordinator

Sébastien Robidoux, PhD
Academic Director

Melissa Clidaras
Co-op Assistant



Sébastien Robidoux with David Graham

Employer Awards

Outstanding Commitment to Co-op Award
Recognizing employers who have shown themselves to be true partners and participants in the experiential learning process that is the foundation of co-operative education
Beiersdorf Canada, Inspec-Sol, PerkinElmer BioSignal, Quebec Regional Call Centre, Canada Revenue Agency, Samson Bélair/Deloitte Touche

Coordinators' Choice Award
Characterizing the appreciation of the coordinators who deal directly with the employers
Ari Babetas, FlexGroup International
Sophie Dahan, PerkinElmer BioSignal
Watson Woo, Goldsmith Hersh S.E.N.C.R.L.
Marianne Zalzal, City of Westmount Public Works

Bellwether Award
Reflecting our appreciation of co-op graduates who have made inroads and championed the hiring of co-op students within their organizations
Photinie MacDonald, Fisheries & Oceans Canada
Philip Patenaude, Roll Harris & Associates
Michael Vezina, Economical Insurance Group
Jennifer Zimmerman, Revision Eyewear

Student's Choice

Recognizing the "best employer/company" or "best supervisor" over the past year, as nominated by the co-op students themselves, based on the overall work-term experience, the relevance to their academic program, and their personal growth

Pratt & Whitney, Richard Balan and Nadia Parissi
Nominated by Marketing co-op student, Guillaume Boivin

Kids Help Phone, Christopher Blais
Nominated by Marketing co-op student, Melissa Robusto

Cirque du Soleil, Troy Duazo and Tracey Errico
Nominated by Marketing co-op student, Annie Chung

Pratt & Whitney, Craig Huisson
Nominated by Marketing co-op student, Alejandra Gonzales

Canadian Pacific, Ken LeGrand
Nominated by Finance co-op student, Dylida Mao

Penson Financial Services, Christine Rolland
Nominated by Software Engineering co-op student, Edward Walshe



Jennifer Zimmerman of Revision Eyewear with David Graham

Co-op Student Showcase Participants


...ve Cartier and Kyle Rogers-Brodeur

Hadi Alaee
Mechanical Engineering

Mohammed Al-Mehdar
Electrical Engineering

Cristina Baptista
Accountancy

Angèle Beaulieu
Translation

Guillaume Boivin
Marketing

Justin Chan
Management Information Systems

Annie Chung
Marketing

Michael Conte
Building Engineering

David Cyr
Biochemistry

Heather Gagnon
Marketing

Mark Ghobrial
Computer Science

Alejandra Gonzalez
Marketing

Simon Harchun
Computation Arts

Eldar Khasmamedov
Computer Engineering

Razvan Lada-Moldovan
Software Engineering

Mallika Malan
Finance

Sarah Marchand
Design

Christopher McCall
Supply Chain Operations Management

Nikolaos Papadakis
Computer Engineering

Daniel Roberts
Computation Arts

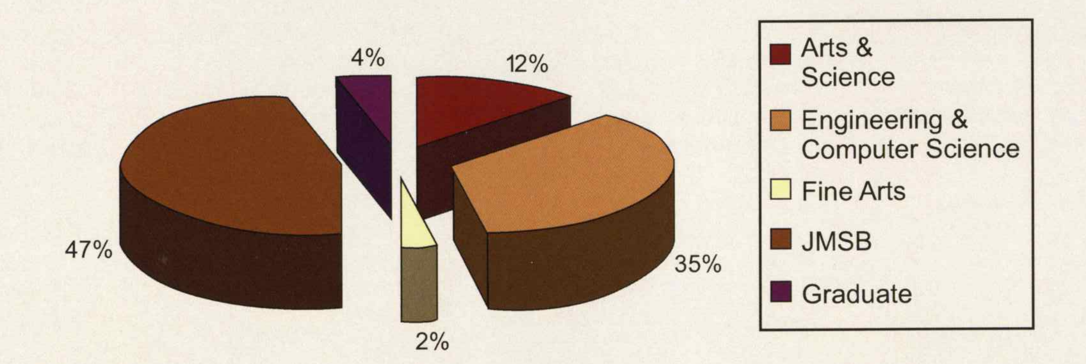
Kyle Rogers-Brodeur
Computer Science

Can Garbis Sahinyan
Management Information Systems

Edward Walshe
Software Engineering

Liane Wong
Design

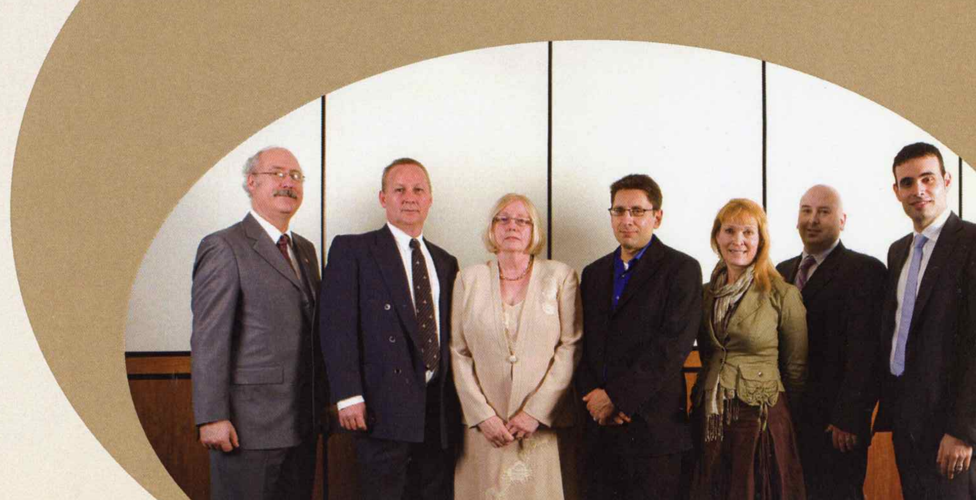
2008 Co-op Students by Faculty



2008 Co-op Employers

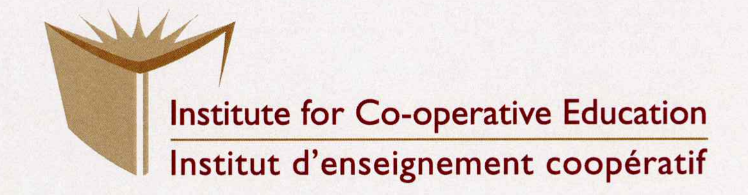
AbitibiBowater
AC Plastiques Canada Inc.
Advantech AMT, Inc.
AEGON Canada
Agriculture & Agri-Food Canada
Air Canada
Air Liquide Canada Ltee
Aktel (TM International (Bangladesh) Limited)
Alcatel-Lucent Canada Inc.
Anglocom
Ansary Financial Group
AON
Apathy is Boring
Aptilon
Aquaterra Corporation Ltd.
Atwater Library and Computer Centre
Audiens
Autodesk, Media & Entertainment
Avalon Actuaires
Aveos
AXA Canada
BancTec Canada, Inc.
Bank of Canada
Banque nationale du Canada/ National Bank
BBA (Breton, Banville & Associés)
BC Hydro
BDC (Business Development Bank of Canada)
Bechtel
Beiersdorf Canada Inc.
Bell Canada Enterprises (BCE)
Bell Helicopter Textron Canada
Berkshire Securities Inc.
BES inc.
Bessner Gallay Kreisman
Biotechnology Medical Services K. Canada Inc. (BMS)
Birks & Mayors Inc.
Black Theatre Workshop
Blake, Cassels & Graydon
Blue Metropolis Foundation
BMG Multimedia
BMO Nesbitt Burns
BMO (Bank of Montreal)
Boehringer Ingelheim (Canada)
Bombardier Aerospace
Bombardier Transport
Bristol-Myers Squibb Canada
Buffalo Jeans
CAD Railway Industry
CAE Inc.
Caiman Tower Group
Caisse Populaire Desjardins
Canada Border Services Agency
Canada Public Service Agency
Canada Revenue Agency
Canadian Food Inspection Agency
Canadian Pacific Railway
Canadian Space Agency
Canderel Management Inc.
Canderm Pharma Inc.
Casansa Design Inc.
Cascades Inc.
Castle Hall Alternatives
Castle Metals
Centaur Theatre Company
Center for Cardiovascular Research (CCR)/ GiM
Ceska Pojistovna a.s.
CGC Inc.
CGI Région Montréal
Chenelière Éducation
CHUM/Centre Hospitalier de l'Université de Montréal
CIBC
CIBC World Markets
CIMA+
Cirque du Soleil
Cité de Dorval
Climatisation Morrison Air Conditioning Inc.
CN Investment Division
code4business
COFACE
Cogeco
Cohésion Stratégies Inc.
Communications Security Establishment
Computer Sciences Corporation
Concordia University
Construction Garnier
Construction Kiewit
Construction Wondertech
Corporate Fleet Services/ Services de parc automobiles corporatif
Cott Beverages Canada
CRA(Conestoga-Rovers & Associés Inc.)
CSE Development
Daito Group
Dallaire Forest Kirouac SENCRL
Darling Foundry/Fonderie Darling
Dassault Systèmes Inc.
DCFS Canada Corp
Desjardins
Dessau Inc.
Développement économique Canada
DHL Eritrea
Discount location d'autos et camions
Domtar
Dundee Securities Corporation
EADS-CASA
Economical Insurance Group
EDS Canada
Eidos
Electronic Arts Canada
EllisDon - Calgary
EllisDon Corporation
EmbVUE Inc.
Engage Presentations
Engineers Without Borders
Enterprise Location D'Autos
Environment Canada
Ericsson Canada Inc.
Ernst & Young
Essence Securities Ltd.
Fairview (GuangZhou) Knitting Garment Factory
Fasken Martineau Du Moulin
FEM International
Fersten Worldwide
Festo Inc.
Fido Solutions Inc
Fisheries and Oceans Canada/ Pêches et Océans Canada
Flexgroup International
Foresight Corporate Communications Inc.
Foundation of Stars/Fondation des étoiles
FPInnovations - Paprican Division
Fusepoint Managed Services Inc./Fusepoint Services d'infogérance
Gagné & Gagné Audioprothésiste
Gallery Lamoureux Ritzenhoff
Garda
GE Lumination
General Electric
GENIVAR Société en Commandite
Gestion IAMGOLD-Québec Inc.
Gillett Entertainment Group
Goldsmith Hersh S.E.N.C.R.L
Goodrich Controls Systems
Health Canada
HSBC
Hubbell Incorporated
Human Resources and Social Development Canada
I.D.E.M. Traduction
IBM Canada Ltd.
IBM Ottawa Software Lab
Icograda
IEC Holden Inc.
Imperial Tobacco Canada
Industrial Alliance Securities Inc./ Industrielle Alliance
Industry Canada/Industrie Canada
Inspec-Sol Inc.
Institut Armand Frappier
Institut Canadien des Comptables Agrees
Intelerad Medical System Inc.
InterDigital Canada
Interinvest Consulting Corporation of Canada Ltd.

Investissements PDJ
Investissements PSP
Iperceptions
Iron Ore Company of Canada
IS Innovation Specialties
Isam Kabbani Partners & Co
IsoTech Design
Jarislowsky, Fraser & Co. Ltd.
JMMK
Just for Laughs Festival
Kids Help Phone
KoSA Music
KPMG
LS Financial Services Inc.
La Capitale
La Compagnie Meloche Inc.
La Senza Corp
Language Research
Development Group Inc.
L'arena des Canadiens
Laurentide Controls
Le Château
Le Groupe Master
Le Groupe Montoni
Le Groupe Solroc
Le Regroupement des Aveugles
et Amblyopes du Montreal
Metropolitain
Les Solutions Victrix
Lockheed Martin
Locweld Inc.
MaCo Architectural Millwork
Magil Construction
Mannarino Systems & Software
Manulife Financial
Mark Segall Chartered
Accountant Inc.
Marque d'Or Inc.
Matrox
Matson, Driscoll & Damico Ltd.
MAX Technologies
McCord Museum of Canadian
History
McGill-Queen's University Press
Medisca Pharmaceutique
MEDZONE
Meloche Monnex Inc.
Mercer
Merck Frosst Canada
Metso Paper
Microbridge Technologies Inc.
Microsoft
Ministère de l'Éducation, du
Loisir et du Sport
Ministère des Transports du
Québec
Mirabaud Canada Inc.
Mitel Networks
Morgan Stanley
Morneau Sobeco
Morris & Mackenzie
Morrison Hershfield Ltd.
Mosaic Sales Solution
National Congress of Italian
Canadians
National Film Board of Canada,
Animation Studio
National Research Council of
Canada
nCube Solutions
NeoFerric Technologies Inc.
New-Global Corporation
Nokia
Novacap
Oceanwide Inc.
Office of the Auditor General
Old Brewery Mission
Optimum Re Insurance
Company
Organization for the Protection
of Children's Rights
Orthosoft (Division of Zimmer
CAS)
OSL Marketing Communications
Pageau Morel
Panther Publication Inc.
Parcs Canada/Parks Canada
Paris Glove of Canada Ltd.
Park Extension Youth
Organization (PEYO)
Peak Financial Services
Penson Financial Services
PerkinElmer BioSignal Inc.
Pierre Fabre Dermo-
Cosmétique
Point Zero
Porter Hétu International
Pratt & Whitney Canada
PricewaterhouseCoopers LLP
Protech Chemicals Ltd.
Public Works and Government
Services Canada
City of Westmount Public Works
PyroGenesis Canada Inc.
Q8ISMobile Inc
Quebec Breast Cancer
Foundation
Quéformat Ltée
RadialPoint Safecare General
Partnership
RBC
RBC Dominion Securities Ltd.
Redcat Media Inc.
Reliance Construction Group
Repercussion Theatre
Research in Motion
Revay & Associates Limited
Revision Eyewear
Rideau
Rio Tinto Alcan
RioCan Property Services
Rogers
Roll Harris & Associates
Rolls-Royce (Canada) Limited
Royal International Corp.
RSM Richter
Ruby Stein Wagner
CMHC-SCHL
Safe Life Corp.
Saine Marketing
Samson Bélair/Deloitte &
Touche
SAP Canada
Saputo Inc.
Scotia McLeod
SDL International
ShopMedia
Showtime Arabia
Signotech Inc.
SKF Canada Limited
SNC Lavalin Inc.
SNG Collins Barrow
Société de Contrôle Johnson,
S.E.C.
Société Générale
Sofio, Ouellet
Standard Life Assurance
Company
Standard Life Investments
State Street
Statistics Canada
Stikeman Elliott
Style-Isle Inc.
Syncrude Canada Ltd.
Tarantella Media Inc.
Tardif, Murray & Associates Inc.
TD Bank Financial Group
TD Canada Trust
Techno p.o.s. Inc.
TECSYS
Tenrox Inc.
The Shield of Athena Family
Services
Thiel Marquage Design
Tidan Group of Companies
Tony Shoes Inc.
Torchia Communications/
Traductions Centrik
Towers Perrin
Traducta
Transcontinental O'Keefe
Montreal
Transcontinental Printing
Transport Canada
TSI Systemgroup
U.S. Consulate General
Montreal
Université de Montréal
Vancity Visa
Versacom
ViaPerception Inc.
Vins Philippe Dandurand Inc.
ViroChem Pharma Inc.
VISIONx Inc.
VLM Food Trading International
Watson Wyatt Worldwide
WSBG
X20 Media





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